



LINCOLN COMPOSITE SQUADRON NEWSLETTER



JULY 2004

This Month's Meeting Schedule

Activities and Uniform

Monday, July 5	PT; Academic Tests*; AE Current Events; Cadet Staff Time Uniform - PT Gear
Monday, July 12	Character Development; Safety; AE Current Events; Cadet Staff Time Uniform - Blues
Monday, June 19	Emergency Services; Cadet Staff Time Uniform - BDU's
Monday, June 26	Aerospace; AE Current Events; Special Project Time; Promotions Uniform - Blues

* May be subject to change

**Senior Members will participate in the monthly ES training (with cadets)
Professional Development (for seniors) will be during cadet Aerospace Education**

**CADETS MUST BE READY FOR INSPECTION AT THE BEGINNING OF THE MEETING
(TRY TO ARRIVE BY 1845)**

CADETS MUST HAVE THEIR CAPID CARD ON THEIR PERSON FOR INSPECTION.

UPCOMING EVENTS/ACTIVITIES

3 July 2004	NCR Encampment - Camp Dodge, Iowa Meet at ANG Base at 0700; van leaves at 0715 (in-processing at encampment from 0800-1200)
4 July 2004	Air Show - Seward, Nebraska Meet at ANG Base at 0800; van leaves at 0815

NEW MEMBER

Rachel Ericksen (Wilber, Nebraska)

CONGRATULATIONS TO OUR MEMBERS

Promotions

**Kathy Hubbell - Promoted to Captain
Ben Ericksen - Promoted to C/A1C
Kira Hubbell - Promoted to C/CMSgt
Andrew Kocarnik - Promoted to C/A1c
Philip Kocher - Promoted to C/Amn**

Reinstatement of CAP Grade

"Jo" Kirwan - Major

Awards

Steve Hubbell - Yeager Award

Authorized to Receive Disaster Relief Ribbon with "V" Device

**Emily Casne, Soni Cochran, Ben Ericksen, Jessica Ericksen,
Shawn Gallagher, Leonard Hartwig, Ryan Hattan, Kathy Hubbell,
Kira Hubbell, Steve Hubbell, Darrell Jensen, Andrew Kocarnik**

Cures for Sick Teams

Sometimes a leader is faced with a team that is suffering from a general lack of productivity or underachievement. Usually things can be traced back to misunderstandings or a lack of motivation. In order to fix the problem, the leader needs to first figure out what ails the team.

Here are some common ailments of teams that do not reach success as well as they should:

Disbelief: The team does not believe it can reach their stated goals. The goals may be too high for them to reach or unclear, making them unattainable. This can cause inner squabbles within the team, and/or a lack of confidence, which will destroy team unity.

Resolution: Communicate attainable goals that match the maturity level and expertise of the team. Develop team objectives that will reach the set goals.

Unresolved Roles: The team is not sure who is to do what, and what is expected of each member. This denies the team members ownership of the team goals, and the members lose their taste for accepting responsibility. The team will subsequently go nowhere because a lack of internal leadership and designed followership.

Resolution: Clearly define the roles of each member and clarify responsibilities on the team. Grant each the authority to carry out the responsibility and hold them to a high standard of performance.

Poor Decisions: This is a leadership problem. It will be because the leader does not promote open feedback regarding the situation, and is not very good in the decision making process. The team will often act rebellious or contrary to any decision that is made by the leader, whether the decision is good or bad.

Resolution: As a leader expand your situational awareness and develop better decision making skills. With all decisions, find a way to include team input. As the team leader the decision is yours to make, but feedback from the team is necessary.

People Problems- Teams will always have their own special 'brats' (of any age), who believe they deserve special attention. There are also the 'blowhards' that are an endless source of talk, but little productive effort. Then, there are the 'weasels' that agree to everything, but do nothing except blame others for their faults when there is failure. And, then every group has the 'dark angels' that throw fits, scoff at rules and regulations, and do their best to sabotage performance to support their claims.

Resolution: Inform the disruptive members of the team that their actions are unacceptable, and that each will be required to support the team and team effort, or leave the team. Unity is the key to success, and their unacceptable behavior is only serving to limit that opportunity. Address each as a respected member of the team, until they no longer wish to function as a member of the team. Demonstrate a trust in each member that they will perform to the best of their abilities on the team. Allow each the opportunity to perform, and demonstrate they can be trusted and empowered to perform on the team.

In the end, it will be up to leaders to help the teams change their ways to become successful.

Stress the "we" in reaching goals. Demonstrate you are trying to work with, not against them to improve the team performance.

Do not expect the team to change overnight. Give them time to demonstrate improvement.

Suggest specific ways to improve. Ask the team why it does not feel it is performing well. Use that input along with your own knowledge or observations to establish ways to improve, and set appropriate goals and objectives for improvement.

Give each member a chance to improve. Show the team members that there is faith in his/her potential and if the team really wants change, they have opportunity to do so.

**From the *Emergency Services Hawk*
Bruce Marxsen, Col, CAP**